This file contains a confidential cover at Page 45

G. R. S. IX-5]

Previous references.

For 401-02, 1-7
L. R. 104-26/-1
L. R 741-03-1

File No. 401-16

191

Serial Nos. 1

(Gen mis)

Later references.

G. A. 401-16
Notes.

Mis 337-Gl(1-3)
G 7 4-22-M 9+19
B Sep. 1922
Ry 12-25 = 134-28

P-54

GENERAL AND REVENUE SECRETARIAT.

(F. 28-25-76 1/12
No 3-25-28
~~Ry 134-28, 1-4~~
Ry 223-30/1.
" 151-30-32-36
CB. 42-34-143

Serial Nos.

E. B. 2-35, 5-7
P+S 67-36 85 1-2
[illegible] 28-1n
Gl 2-6-40 (68 Ks 1)

Part B for January 17

SUBJECT.

Recruitment to Gazetted & other Sub-ordinate Ranks of the Public service GO no. 3 4060-7102 Gen 401-16 dated 2.1.17

1942
1943

W D 88—GPB—50,000—24-7-16

Box 15-7

G. R. S. 11] 1916.

GENERAL AND REVENUE SECRETARIAT.

(G.M.)

NOTES.

File No. 401-16

FILE HEADING.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

	NOTES AND ORDERS.

NOTES—First Sheet.

By Circulation
For disposal ~~at a meeting~~.

C.7/515.T.16
C.411.
No. C.670.
31.8.1915.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

Revision of the rules for the appointment of Probationers.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,
D. M. Narasimha Rao.
Offg. *Secretary to Government.*

31st May 1915.

Extraordinary Member of Council. K.R.S. 4.6.16

First Member of Council. Opinion recorded by the First Member of Council.
26/9/16

Second Member of Council. 9/6 9/6/16

GPB—1,000—28-8-14

No 4

The Dewan desires that the - policy underlying the appointments of Revenue and Judicial Probationers may be examined and suitable suggestions made for improving the same as far as possible.

4.8.14

Dewan
3/8

Efficiency Audit Branch)

NOTE ON THE APPOINTMENT OF PROBATIONERS.

System of Recruitment

From 1884 to 1906 there was no regular system for the recruitment of Probationers. Each appointment was being considered & decided on its own merits. The chief consideration for the selection of persons as Probationers was the meritorious services rendered to the State by their ancestors, though in a few cases qualifications and merit were taken into account (Vide attached to L.R.file 741 of 1905).

2. In June 1906 an order was issued regarding the appointment of Probationers for Amildari and Deputy Amildari. This order No.R.16591-629/L.R.741-05 dated 30th June 1906 lays down the following conditions:-

(1) That young men who have a claim on the public service on the ground of services rendered by their ancestors shall be appointed as Probationers.

(2) That such appointments shall be as few as possible.

(3) That the pay of the appointments be fixed at Rs 50.

(4) That the period of probation and training be fixed at 3 years.

(Mr G.O proceed)

During the first two years the Probationers will be attached to the offices of Deputy Commissioners and they should pass the necessary tests. They will also be sent out occasionally to act as Amildars and Deputy Amildars. If they prove their fitness for the executive appointment during a further period of one year, they will be confirmed as Amildars or Deputy Amildars according to vacancies.

3. There was some misapprehension about the scope of the above order as numerous applications were received for Probationers' appointment soon after its issue. It was therefore laid down in G.O.No.R.1658-76/L.R.104-06 dated the 6th August 1906 that the grade of Probationers is solely intended to meet exceptional cases of young men who not only possess the required qualification but also have a claim on the public service by reason of their high birth or the distinguished services rendered by their ancestors and whom it is not desirable to entertain in the clerical line." All such appointments are made entirely at the pleasure of His Highness and applications from persons who are not eligible as above will not receive attention." These remarks were

were ~~made~~ stated to be applicable to Judicial Probationers also.

4. In 1911 the pay of the Probationers was raised from Rs 50 to 75 and ~~that~~ the principle of selecting men from different castes ~~and sects~~ was recognised.

(General Miscellaneous file No.104-1911 serials 1 to 19)

X N
Files not readily available.

5. Even though some conditions have been laid down for the appointment of Probationers since June 1906, ~~but~~ there is no regular system of recruitment. Neither the number of appointments ~~have~~ been fixed nor the ~~period during which~~ selection ~~should~~ be made at ~~regular~~ intervals.

Brief details of Probationers appointed since 1884.

6. A list shewing the names of Probationers appointed since 1884 is attached hereto. In all 56 appointments have been made as shewn below:-

(a)	Revenue Probationers ..	43
	Judicial " ..	8
	Account " ..	4
	Military " ..	1
	Total	56

(b)	Number of appointments made on account of family considerations ..	42
	-do- on account of merit or having passed the Mysore Civil Service Examination. ..	14
	Total	56

43 Probationers were appointed from 1884 to March 1906, 5 in 1907, 1 as a special case in 1910 and 7 in 1911. The pay of Revenue Probationers before 1906 was Rs 50, 70 and 100 and of Judicial and Account Probationers Rs 100. In 1906 the pay was fixed at Rs 50 and it was raised to Rs 75 in 1911 as already noted.

Necessity for the appointment of Probationers.

7. Regarding the necessity for appointing Revenue Probationers, the late Dewan Mr.T.Ananda Row in his note of submission to His Highness in general miscellaneous file No.104-1911 has observed as follows:-

W
File not readily available

" We have latterly been recruiting the posts of Amildar and Deputy - Amildar entirely from the subordinate grades of good service and University qualifications or attainments. Even so,

so, we have had occasion to feel that we are coming to the end of our resources and that some recruitment, in the manner Revenue Probationers used to be selected, is exceedingly desirable".

8. The late Dewan Sir P.N.Krishna Murti was of opinion that the appointment of men who had passed the Civil Service Examination but who did not come within the rank for Assistant Commissioners, as Probationery Amildars would improve the class of Amildars and that such appointments, if made occasionally, would not deprive any deserving official of his prospect of becoming an Amildar.

(Vide his note of submission in General Finance File No.101-02).

29/1/45

9

The scheme of Revenue Probationers as it exists at present seems to require revision on the following lines:-

(1) The grade of Revenue (and Judicial Probationers should not as at present be exclusively reserved for men of high birth, and men whose ancestors have rendered distinguished service to the State,&c. It should be made the ordinary avenue to the service for persons of merit, merit being determined on the result of a competitive examination.

R_1

(2) To provide for persons belonging to communities insufficiently represented in the public service, a certain number of places about 25 per cent may ordinarily be set apart. These persons should have sat for and passed the examination but need not have taken the top places.

R_2

(3) The starting pay of Revenue and Judicial Probationers may be definitely fixed at Rs 75.

R_3

(4) The period of probation should be fixed at 3 years, at the end of

R_4

of which the Probationer should be confirmed as a Deputy Amildar or Amildar, being treated as a supernumerary if no vacancies exist. The confirmation should of course be contingent on satisfactory service having been rendered.

(5) Once every year, a programme of recruitment should be drawn up for the following 3 or 4 years. In doing so, the following points should receive attention:-

(a) The number of vacancies likely to arise must be calculated on a basis of reasonable expectations, and not upon averages deduced from previous experience. Otherwise there is likelihood of unequal recruitment.

(b) The proportion of vacancies to be be given to deserving men in the lower service should be then determined and this is to be again upon the actual circumstances existing at the time of drawing up the programme. In other words a sufficient number of places should be reserved for all men in the lower ranks who may be considered deserving of advancement

to the posts in question, and direct recruitment should be made only for the rest.

N Mad Ramaswamy
11/2/15

Secretary)

Dewan 19/2

55-34 Dewan)
18-2-15

10 The Note may be circulated or placed before the Council. I think that on this subject, I sent a note to the Dewan some years ago. I do not quite recollect when it was. If it is traceable, it may be put up.

Not traceable Dewan

11 The main principles to be kept in mind:

(1) Number of appts should be restricted to probable vacancies.

(2) If more are introduced it should only be against vacancies left in other than

Amildari or by Asst- Grades.

(3) The system shd not result in altogether depriving lower subordinate service men of hopes of rising.

(4) The system of favouring or disfavouring particular Castes shd be at a minimum. It would be preferable to practice "the equal~~ity~~ representation of Castes" silently rather than lay it down as an express rule of action.

(5) In the case of all probationers regular absorption in Cadre posts shd be necessarily carried out within three years which would suffice for general training.

27/5/15

C.S. cir Dated 28/5

28/5

Probationers

15 To provide for cases of persons who do not wish to enter service in the subordinate clerical line, Govt may appoint a certain number (not exceeding every year) as probationers in any department.

16 The appointment should be made to some actual vacancy existing at the time, and the probationer should take up the work.

17 If within a time to be fixed he passes all the qualifying examinations, he may be given the next vacancy in the

13)

20 An alternative Scheme would be to submit these and other Officials considered eligible to ~~public~~ examination

21 The Probationers should be allowed to appear for all Service Examns required for the substantive posts.

10/1/16

(14)

Extract from the Proceedings of the 371st Meeting of the Council of His Highness the Maharaja, held at Bangalore on the 12th January 1916.

1. SUBJECT. - (~~Outside the Schedule~~).

Revision of the rules for the appointment of Probationers.

OPINION OF THE COUNCIL.

The general principles embodied in the note of 11th February 1915 may be approved. These principles may be applied to not only the Revenue Department but also other departments in which the necessity for probationers exists.

The First Member considers that it is unnecessary to appoint probationers unless they can be put into actually existing vacancies and quite undesirable to lay down every general principle favouring the creation of supernumerary appointments.

SD. M.VISVESVARAYA,
DEWAN OF MYSORE,

"EXTRACT"

D. M. Narasimhalao 13/1
Secretary to Government,
General Department.

W. D. 1364—GPB—200—14-12-15

F. R. S. 12]

General and Revenue Secretariat. | File No. | of 191

Serial No. 23

A draft Submission note is put up.
(Sawai)

Dwarkanath 20/1

P.T.O

16

EXAMINING THE NECESSITY OF RECRUITS FOR IMPORTANT DEPARTMENTS OF GOVERNMENT AND DETERMINING THE NUMBER REQUIRED ~~IN~~ for EACH ~~CASE~~ Dept.:

&&&&&&&&

14

A rough scheme for entertaining recruits for officers' grades in the several departments of the State is herewith circulated to Members of Council. The number of Probationers mentioned in the statement is provisional and if the scheme is generally approved, the Heads of Departments may be invited to meet the Members of Government for considering the need for recruits in each department and if the need is established, the number required. The suggestions, if any, which the Heads of Departments might make on the scheme may also be considered at that meeting. The Financial Secretary will be requested to be present.

Stages for action

I

II a & b & c & d

Subject to see for any of further action

&&

10/5/16.

C.S. air done 11/5

15

Explanation of the scheme.

2. The object of this proposal is to make provision for the needs of the Department both in the near and the distant future. Some of the departments are growing with increase of work or revenue and when there is a large growth of work after 4 or 5 years they may be left without an adequate number of trained officers. It is the part of wisdom to examine the probable require-

ments

15

requirements of the future and take steps thus early to provide for the same. What Government want to do is to lay down a comprehensive scheme of recruitment although it may not be possible or desirable to give full effect to it at once. As it will not be always possible to get trained men whenever required, it would be quite permissible to have one to three supernumeraries at a time in the larger departments under training. If this is done, the wants of the future will have been properly foreseen and provided for.

Ub

3. The scheme may be taken up for consideration at an early meeting of Council.

10-5-16

By Order,

Secretary to Government
General Department.

C O N F I D E N T I A L.

---oooo0oooo---

NOTE ON SELECTION OF PROBATIONERS.

---oooo0oooo---

D.7.N.

~~Proceedings~~ Note ~~for circulation~~.

Subject:- Confirmation of the Probationers of the Ind & Com: Deptt as Commercial Assistants.

Mr: D.R. Jundanraj, B.A; B.Com and Aftab Ahmed Khan, B.A; were appointed as Probationers of the Ind & Com: Deptt in Jt: NO: 36-41/C.B.17-43-1 Dt 6.7.1943 on probation for a period of 2 years on a pay of Rs 80 each p.m. during the period.

Fl:4.

2. The Dy. of Ind & Com: reports that Mr: D.R. Jundanraj & Mr: Aftab Ahmed Khan Fl:9. completed their period of probation on the 7th & 12th July 1945 respectively. They have been doing good work and are fit for being appointed in regular appointments, & recommends their ~~appointment~~ that they may be appointed as Commercial Assistants and given a pay of Rs 150-250 with suitable annual increments as in the case of the probationers of the Revenue Deptt; they being eligible for promotion to the Senior rank as & when vacancies occur or new posts are created in the Deptt.

3 ~~As~~ The case of these probationers stands on the same footing as that of the Revenue Probationers who are started as Amildars on a pay of Rs 150/- after the completion of their probationary period, On

the circumstances stated, it is proposed to accept the proposals of the Dy. Mg. Ind & Com: to create two posts of Commercial Assistants in the grade Mpts 150. 25/2. 250 and absorb the two probationers in these posts.

The proposal of the H: Secy to reduce the number of gazetted posts in the Dept: by one in view of the creation of the two posts of Commercial Assistants is kept for separate consideration.

Para 55 of note: may be deleted perhaps

4) ~~No above proposals were circulated to the Council of Ministers~~

I solicit the gracious sanction of H.H. to the above proposals which have been agreed to by the Dewan & the Council of Ministers

13.10

13.10

18

NOTE ON SELECTION OF PROBATIONERS.

=====

27

The following rules may be laid down for the selection of suitable candidates for employment as Probationers in certain departments of Government:-

I. A strong Committee consisting of seven persons may be appointed by Government for giving effect to the scheme.

II. The personnel of the Committee may be as follows:-

(i) Sir Leslie Miller.
(ii) Mr.J.S.Chakravarti.
(iii) Dr.Armugam Mudaliar.
(iv) Mr.M.Shama Rao.
(v) The General Secretary to Government.
(vi) Mr.T.Denham.
(vii) Co-opted Head of Technical Department concerned.

III. A Secretary may be appointed for the Committee, by Government, the President of the same being Sir Leslie Miller.

IV. The Committee may be empowered to call for applications from candidates who have graduated in arts within the preceding five years. Candidates should be natives of Mysore and should not be above 25 years of age at the time of selection, provided that in the case of applicants who are already in the Mysore service or have taken an additional degree, the age limit shall be fixed at 30. Notices may be published inviting applications from candidates.

V. The Government may fix the proportion of candidates to be selected from communities not sufficiently represented in the

public service at a reasonable limit for each Department, up to 25 per cent of the total number of appointments of Probationers.

VI. In judging the efficiency of candidates, due account may be taken of -

1. the general University career of each applicant;

2. his physique and general appearance;

and 3. the results of a general test written and viva voce, to be conducted by the Committee at its discretion.

VII. The Committee may be required to submit to Government a detailed report of its proceedings.

VIII. The Committee will have power to issue such subsidiary instructions as may be necessary to give full effect to the scheme.

IX. The Government shall not be bound to make any appointments unless they are satisfied that the candidates recommended possess adequate qualifications.

X. A provisional statement is annexed showing very roughly the number of appointments which may be made in each department and the salary that may be given to each probationer and other particulars. The precise number may be fixed in consultation with the Heads of Departments concerned, after a preliminary approval of the general lines of the scheme.

Drew

Statement showing the number of probationers that may be appointed in the various departments during the next THREE years.

Main Head.	Department.	Number of Probationers and rate of pay. (Proposed)	Yearly cost.	Remarks.
II. Financial	Account (including P.W. & Railway Accounts).	3 at Rs. 70 per mensem.	Rs. 2,520	1 for Civil. 1 for P.W. 1 for Railway Accounts.
III. Revenue	1.(a) Land Revenue	Nil.	Nil.	
	(b) Veterinary	1 at Rs. 70 per mensem.	Rs. 840	
	(c) Survey	1 at Rs. 100 per mensem.	Rs. 1,200	
	2. Excise		Nil.	
	3. Forests	2 at Rs. 100 per mensem.	Rs. 2,400	Two are already trained.
IV. Protection	2. Judicial	Nil.	Nil.	
	3. Police	Nil.	Nil.	
	4. Military	2 at Rs. 80 per mensem.	Rs. 1,920	
	5. Medical, Public Health and Sanitation	Nil.	Nil.	
V. Development, Material & Moral	2. Education	3 at Rs. 100 per mensem.	Rs. 3,600	
	3. Industries and Commerce	3 at Rs. 100 per mensem.	Rs. 3,600	Three already sanctioned forthe installation of machinery.
	4. Agriculture	Nil.	Nil.	
	5. Co-operative Societies	1 at Rs. 100 per mensem.	Rs. 1,200	
VI. Technical Departments	1. Public Works	Nil.	Nil.	
	2. Railways	Nil.	Nil.	Three already sanctioned and

	3. Electrical	1 at Rs. 100 per mensem.	Rs. 1,200		
	4. Geology and Mining	Nil.	Nil.	-Do-	-Do-
	5. Chemistry	Nil.	Nil.	Two sanctioned.	
VIII. Miscellaneous Departments	2. Printing	Nil.	Nil.	Two trained recently.	
	3. Govt. Gardens & Horticulture	1 at Rs. 100 per mensem.	Rs. 1,200		
	Architecture	Nil.	Nil.	One already sanctioned.	
	Civil Service	7 at Rs. 200 per mensem.	Rs. 16,800	These appointments will be settled in 1918 after the usual competition.	
		25.	Rs. 36,480		

Extract from the Proceedings of the 385th Meeting of the Council of His Highness the Maharaja, held at Mysore, on the 8th June 1916.

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3. SUBJECT. - (Clause x of the chedule).

Scheme for entertaining recruits for officers' grades in the several departments of the State.

OPINION OF THE COUNCIL.

The need for and the number of Probationers required for each department may be fixed in consultation with Heads of Departments and the future prospects of Probationers also determined in relation to those of the members of the existing ministerial establishments.

Sd. M. Visvesvaraya,

Dewan of Mysore.

"EXTRACT"

D. M. Narasinga Rao 9/6

Secretary to Government,
General Department.

W. D. 1364—GPB—500—14-12-15

C. 411

(28) (17)

G. R. S. 12]

General and Revenue Secretariat.

File No. of 191 .

Serial No. 80

A revised D-5 N. is put-up ... Drawings Nos

Drawn) 107

NOTE—Contn. sheet.

GPB—70,000—17-12-15

12

Submitted to His Highness.

Flag Q + Flag X.

No definite rules existed regarding the appointment of Probationers till the year 1906, when an order was issued laying down the qualifications required for the appointment and the pay, prospects and training of this class of officers. The rules have in some respects (e.g., as regards the initial pay) been modified in practice, but have been found otherwise insufficient. The number of such appointments is not settled, and no regular intervals are fixed for recruitment. Further, the policy of recruiting on the ground of hereditary claims seems to require reconsideration, and provision has to be made for conferring a due proportion of the appointments on members of communities which do not largely resort to higher education.

Flag S.

2. With this view, the question was considered at a meeting of the Council on the 12th January 1916, when it was decided that the following principles should be recommended for adoption in future:-

(1) The grade of Probationers may in future be recruited from the list of candidates who have passed the Civil Service Examination but have been unable to secure places sufficiently high to entitle them to appointment as Probationary Assistant Commissioners and in any other manner laid down by Government.

(2) In order to make due provision for communities insufficiently represented in the public service, 25 per cent of the appointments may be reserved for candidates belonging to such communities, irrespective of their rank in the pass list, and the remaining 75 per cent may be filled by the appointment of candidates who have obtained the best marks.

(3) The starting pay of Probationers may be definitely fixed at Rs.75.

(4) The period of probation may be three years and it may be made a rule that at the end of this period a probationer will be confirmed in a suitable appointment if he has given satisfaction in his work, being treated as a supernumerary if no vacancies exist.

(5) Once every year a programme of recruitment should be drawn up for the succeeding 3 or 4 years on the following lines:-

(a) The number of vacancies likely to arise must be calculated on a basis of reasonable requirements and not merely upon averages deduced from previous experience.

(b) A sufficient proportion of these vacancies should be reserved for men in the lower ranks of the Department who may be considered deserving of advancement.

(c) Direct recruitment should be confined to the places, if any, left over after provision is made as above.

3. The Council considered that these principles might be applied, as far as practicable, not only to the Revenue Department but also to others in which the necessity for probationers existed.

4. The late First Member considered it unnecessary to appoint probationers unless they could be put into actually existing vacancies. But this will involve the holding of an examination at each vacancy, and besides it is undesirable to put new men in responsible positions before they have qualified themselves for the work by adequate practical training.

5. Subsequent to the Council Resolution of 12th

12th January 1916, the question was further examined by me and rough details of the possible requirements of the various departments in this respect were prepared. These details together with a note were placed before the Council and the matter was discussed at two meetings.

6. On the 8th June 1916 the Council arrived at the following conclusion:-

> "The need for and the number of Probationers required for each department may be fixed in consultation with Heads of Departments and the future prospects of Probationers also determined in relation to those of the members of the existing ministerial establishments."

7. The real object of these proposals is to make provision in good time for the reasonable needs of the departments of Government in the near future. It is not so much the entertainment in service of competent young men when they are available as the necessity for preparedness when men are most wanted, that has to be kept in view. When a slight expansion of a department takes place it sometimes results in the pushing up of undesirable people and the interests of the department are liable to be compromised for many years thereafter. But under the scheme proposed, the worst that may happen is that there will be two or three supernumeraries at the bottom of the list but they will have been specially chosen and trained and their retention in the department will not involve any material addition to the cost.

At present, the Amildari service and services of corresponding grades in other departments are recruited from officials who usually start on a low pay and who in the usual course cannot look forward to any higher promotion. The disadvantages of such a mode of recruitment are obvious and while a fair proportion of the appointments should continue to be reserved for subordinate officials, it is desirable that for a definite proportion of the vacancies among Amildari and other ap-

pointments

25

appointments, young men with good educational qualifications should be selected and started on a high salary. For the present, such salary need not exceed Rs.75 to 100 per mensem. Such appointments are made in Madras at present.

P (3) In any scheme it will be necessary to reserve about 25 per cent of the appointments for members of the more backward communities. In elaborating the final proposals, this requirement will be borne in mind and care will also be taken to devise proper safeguards against nepotism and to ensure an unbiassed selection of candidates solely on the ground of merit.

We have no settled policy at present as regards recruitment for the Upper Subordinate services. Whenever vacancies occur in important appointments, great difficulty is experienced in finding the proper men. Such unpreparedness, as is the case in the Accounts and Education Departments at present, is bound to react adversely on the service as a whole and give occasion for the advancement of inferior men to posts of responsibility and trust. Once indifferent men are appointed, it is very hard to get rid of them.

P (4) 8. It is in view of the above considerations that the preliminary sanction of His Highness is now solicited to the proposal of the Council referred to in paragraph 6. The whole question will be examined in all its essential details and a definite scheme will be submitted in due course for His Highness' orders.

M. Krishnaraja

6th July 1916

26

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Scheme for the entertainment of recruits for officers' grades in the several departments of the State.

For perusal of His Highness's Orders.

Dlen 14/29.7.16

W 29.7

K Nair 31.7.16. 1/8

89

Order.

~~KRMP~~

15/7/16

40 Secretary

This scheme may be worked up rapidly & brought to me at least once a week until disposed of

16.7.16 KC

Probationers

41

25

1. A confidential d.o. letter (Air) may be addressed to Heads of Depts as per Council decision appg U.D.

2. The Heads of Depts may include ~~test~~ those for which permission for probationers has been made in the Statement.

3. Depts may be asked for ~~Rolls~~ in a week.

4. Replies will be tabulated & circulated for consideration in Council.

5. If required, approval will be taken to depute in d.o.

Draft
22/7

Draft
23/7

General appg powers

G. R. S. 12]

C.411.

General and Revenue Secretariat.	File No.	of 191

Serial No.

42

On 23/7 I obtained explanations from the Dewan personally as to future action. Vide rough programme in the file.

43 A draft d.o. is put-up. The file has not yet been seen by the Members of Council after H. H. passes his orders. Therefore the file, if approved, will be brought up before Council on 27/7/16.

Dewan

Dewan Rao 25/7

44 A draft appd by Dewan is placed on the file.

27/7/16.

CS Office forwards ar to Members Secy 27/7.

To certain Heads of Depts. D.O. No. C.411 & 28.7.16.

Calls for certain suggestions in connection with the appointment of Probationers in some of the important Departments of the State.

45 Seen.

31.7.16.

NOTE—Contn. sheet.

GPB—70,000—17-12-15

29

46

Council Rough notes.

1 A scheme may be opened showing the appts to which the Profs would immediately be appointed to on completing probation :.

2. Does this scheme preclude ordinary Staff from ordinary promotion :

3. Rule 5 :- There should be only one ~~grade~~ scale for a dept :- Scales may vary with dept if necessary .

4. Period of probation should count for pension :- 2 years' prob. abolished necessary :

5 Additional may be prepared (places before the Council next week :—

6 Circulate this file also :- Grant

29

47 Tobacco ... to
... numbers for
disposal Queen 7/9

To be seat to First
Member to Mysore
First Queen 7/9

48 First Member) Queen 8/9

L. 2

I do not think the members of Council should form the Committee. There is no meaning in asking members of Council to submit a recommendation to themselves as these recommendations have to be considered in Council

I should not have 2 scales of pay for the Superintendent cases hundred under which 100 Rs. will be paid will create 2 castes of Inspectors & because hereafter every man is fit like a Inspector selected by first — he should have all the privileges & enjoy them with the title

3. There is necessity for more Inspectors in the Revenue Department subordinate rank. There is no necessity for Inspectors in the Education Department except Inspectors of training teachers.

10.9.

G. R. S. 12]

General and Revenue Secretariat. | File No. | of 191 .

Serial No.

(Second member)

Duee 14/9

Seen. I have no time to deal with this. 14/9/16 Duee 14/9

Seen.

18. 9. 16.

(First member)

Duee 20/9

Rec'd 20/9/16

If the regiment is to come up for discussion at Munsi's meeting, I have not at this time to devote the time to it, & I regret this may have to be included in some time in future

20/9 Duee 20/9

Ref'd from 1st Member on 27/9 a/ei Second perusal Duee 28/9

NOTE—Contn. sheet.

C. 32

(VIII)

Subject.-

Revision of the rules for the appointment of Probationers.

OPINION OF THE COUNCIL.

The draft (as revised in Council may be further revised & circulated to Council for disposal by circulation.

2/10

Draft to be returned in typed form.

Dr Rao

Mr R. Rao with Mr's regrets the draft as now drawn up is very long

8/10

The draft as revised

8/10

Secy)

13/10 Dewan was pleased to say today that the question of the personnel of the Committee requires further consideration and that the matter be brought up again before the next meeting of the Council.

Dewan 13/10

Secy 14.10

Members of Council

16/10

17.10.6.

G. R. S. 12]

General and Revenue Secretariat.

C670 File No. of 191 .

Serial No.

To the Fiji Secy with compliments for opinion on the draft approved in Council finally yesterday.

As the Dewan desires to submit the proper advice to His Excellency, it is requested that the file may very kindly be returned in a day or two.

Secy to Govt
31/10

Please see typed note below.

DR
1/11

A draft is put up — as per instructions

DR
3/11
Secy to Govt
4/11

Secy
Dewan

NOTE—Contn. sheet.

GPB—70,000—17-12-15

R. S. 12]

General and Revenue Secretariat. | File No. of 191 .

Serial No.

Financial Secretary's note on the probationers' scheme.

I agree generally that in the case of some departments it is necessary to have probationers to fill up appointments in the highest ministerial and subordinate grades when vacancies occur. In the absence of such a scheme the higher ministerial and subordinate ranks are likely in course of time to be filled with men of advanced age and relatively inferior qualifications who were recruited long ago for the lowest grades. If in the superior ministerial ranks we have young and properly trained men with higher educational qualifications as well as men of ordinary educational qualifications with long experience the field of selection for gazetted appointment will be considerably improved and widened. In the case of the Accounts Department I keenly felt for sometime the want of suitable probationers and made repeated representations to Government. In the absence of suitable scheme of taking probationers the gazetted staff of the Accounts Department is not as strong today as I should like it to be.

As regards the details of the scheme, however, I have some remarks to offer.

Veterinary: In this case in order to provid

NOTE—Contn. sheet.

GPB—20,000—30-6-15.

Serial No.

provide for the probationer a new appointment has to be created. If this new appointment is not necessary in the ordinary course of expansion of the department, then the appointment of a probationer will not be justified. We have got two other veterinary officers of standing in the State, viz., Messrs Simpson and Swami Rao though both of them are now away on military duty they are likely to return in a short time. So it is not necessary to create a Deputy Superintendent ship simply to have a man ready to succeed to the Superintendentship in the case of a necessity. I therefore suggest that the question of taking a probationer for the Veterinary Department be kept in abeyance until the creation of a Deputy Superintendent's post in the near future is decided upon. Moreover it is not clear what class of veterinarian we can recruit from outside as probationer on Rs. 75. ~~xxx~~ If the same class of men which we now recruit as Veterinary Inspectors, viz graduates of the Bombay Veterinary College, is intended to be taken then the arrangement will be rather anomalous.

Excise: If it is contemplated in future to fill up four District Excise Officers' appointment from Inspectors instead of from Amildars -- there is something to be said in favour of --

taking

GPB—20,000—30-6-15.

R. S. 12]

General and Revenue Secretariat. | File No. of 191 .

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taking probationers; but from the nature of duties requiredthe case for probationers in this department is not a strong one.

Prisons: The proposed probationer is not necessary in this case. There are only three appointments of Jailors in the State and the -- appointments can be filled up from the subordinate staff.. It is hardly necessary to appoint a probationer and sanction an additional appointment as additional Jailor simply to provide for recruitment to one of three appointments none of which is likely to fall vacant in the near future.

Education: It is generally held that men fresh from Universities with Arts, Science or Teaching degrees, are fit for being appointed direct to posts in the Educational Department. It is not usual to have reservists for the Education Department. I am therefore opposed to additional expenditure being incurred in retaining a number of probationers as additional hands in the Education Department.

Industries and Commerce: Probationers may be taken in this department but it should be distinctly understood that the posts to which they will be appointed will be all temporary. I understand that Mr. Chatterton is also of opinion, viz. that while posts in the Industries and Commerce -

Department

NOTE--Contn. sheet.

GPB—20,000—30-6-15.

R. S. 12]

General and Revenue Secretariat. | File No. of 191 .

Serial No.

Department should be very well-paid, they should all be on a temporary footing so that slackers and undesirable hands may be weeded out at any moment. They may have provident fund benefits and even bonuses if the concerns on which they are engaged are profitable, but no permanent and pensionable appointments in the ordinary sense.

As three probationers have already been taken this year the number to be taken in 1916 may be reduced from 5 to 4.

Agriculture. Though a new appointment is necessary in this case to provide for the probationer I agree to the proposal because the probationer can be kept usefully employed.

Geology and Mining. Personally I think three Mining Probationers who have now been appointed are sufficient. But Government have already --- sanctioned the appointment of six Mining Probationers. In this view three more may be taken but instead of one being taken in every year I would take one every two years. It causes inconvenience and embarassment to have a number of men in a department of almost equal qualifications and seniority. Besides in a progressive Scientific Department it is also advantageous to have men trained according to the standard of different years.

NOTE—Contn. sheet.

GPB—20,000—30-6-15.

Serial No.

Government Gardens: I think in this Department one probationer in 1916 would be sufficient as there is only one sanctioned appointment.

Archaeology: In this department we have one senior officer who may retire soon and a junior officer. It is hardly necessary or desirable to have another officer nearly of the same age as the junior officer. No serious inconvenience is likely to arise if a probationer is not appointed.

Press: We have got already two officers in the department who are practically probationers The appointment of an additional probationer during the course of the next three years is not necessary. Against two sanctioned superior --- appointments in the department, we have now got four men only one of whom is likely to retire within the next triennium.

Revenue: The posts of Headclerk, Head Accountant and Sheristadar are pre-eminently such as require long experience and those appointments are regarded as prize posts for the subordinate ministerial establishment. I am of opinion that in a large department like the Revenue Department it will always be possible to fill up these posts from deserving subordinates and it would

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would be creating unnecessary hardship to reserve a number of these for the young probationers recruited from outside.

Police. It is not clear what these probationers are ultimately intended to become. -- They will be started as Inspectors on a pay of not less than Rs. 100. Perhaps it is intended that they will become Assistant Commissioners, Superintendents. The case for probationers for this department is not a strong one.

The principles kept in view in suggesting the foregoing modifications are these, viz., that probationers should be appointed if the following conditions are satisfied:-

(1) when serious inconvenience in recruiting and deterioration is likely to result in a technical department if there are no probationers

(2) when probationers after their period of training will not be superfluous o r idle but can be ~~kept~~ absorbed or kept usefully employed.,

(3) when a type of men superior to that ordinarily available for ministerial ranks can be obtained by direct recruitment,

(4) when a number of probationers are taken the number should be well spread out in point of time, so that a number of men of the same age and of the same quality of training may not be placed in

NOTE—Contn. sheet.

GPB—20,000—30-6-15.

R. S. 12]

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in a particular grade,

(5) probationers are not required for departments for which men are trained in special institutions, such as Medical, Educational, etc.,

(6) that by taking any probationers no undue hardship is caused to the subordinate ministerial ranks.

If the foregoing suggestions are adopted the number of probationers required to be appointed in 1916 will be 20 as shown in the margin. I am also of opinion that the case of the Excise and Police Departments do not strictly satisfy the conditions referred to above and for the present at any rate we may abstain from appointing probationers to those departments. If this view is also accepted the number of probationers required will be reduced to 16.

Finance and accounts	2
Excise	2
Rev. Survey	2
Military	3
Police	2
Industries and commerce	4
Agriculture	1
Electrical	1
Railways	1
Geology & Mining	1
Govt gardens	1
	20

The starting pay may be generally fixed at either Rs. 75 or 100 and Rs. 150 in very exceptional cases. It will depend on the men selected and the starting pay need not be fixed for each department.

The appointments will probably be made -- about March 1917 and provision for the three -- months pay is all that will be necessary in the current year. A sum of about Rs. 5,000 will be necessary and this may be found by re-appropriation.

NOTE—Contn. sheet.

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General and Revenue Secretariat. | File No. of 191 .

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The following verabl alterations in the draft are also suggested:-

For the word "non-graduates/ in line 5 of para 2, substitute "men".

In para 3, (iii) (b) for "about 25 per cent. of the appointments will be made" substitute "up to 25 per cent. of the appointments may be made". In the same clause after the word "equalising" add in brackets "roughly on the population basis".

J Chakravarti
2-11-16.

NOTE—Contn. sheet.

GPB—20,000—30-6-15.

Submitted to His Highness.

Flag L.

In my note of the 6th July 1916, I referred to the absence of a settled policy at present as regards recruitment of probationers for the upper subordinate services and sought the preliminary sanction of His Highness to the following proposal of the Council:-

> "The need for and the number of probationers required for each department may be fixed in consultation with the Heads of Departments and the future prospects of probationers also determined in relation to the members of the existing ministerial establishment."

Draft for approval.

2. The whole question has been further examined as promised in my note, and the accompanying draft of a Government order on the subject was, after consideration at more than one meeting, finally adopted by the Council on the 30th October 1916. Roughly, 60 probationers will be required in the next few years. But for the present it is proposed to appoint only 36 probationers, the selection of the rest being made in 1918 and 1919, after further consideration of the circumstances existing at the time. The number proposed represents the maximum, the actual number of recruits to be entertained depending upon the candidates with the requisite qualifications that may be available. The selection will be made by a committee composed of the Financial Secretary, the Revenue Commissioner, the Inspector General of Education and Mr.Hamza Hussain. As recruitment to certain technical services such as Railways and Electrical Department will also have to be made Mr.K.Krishna Iyengar may, if His Highness approves, be also a member of the committee. The principles of selection are laid down in the draft order and the pay of probationers and other details are given in the statement

statement attached thereto.

Flag J

3. The Financial Secretary, while generally agreeing to the principles underlying the scheme, suggests that 20, or possibly 16, probationers might be appointed for the present. But the requirements of the several departments have been computed after a consideration of the views of the Heads of Departments concerned and do not call for any modification.

Flag L

4. In paragraphs 7 and 8 of the note of submission mentioned above, to which I beg to invite particular reference, I have explained the necessity of making provision in good time for the reasonable needs of the departments of Government and the desirability of having a settled policy as regards recruitment for the upper subordinate services. The proposals now submitted will introduce a settled plan of action in place of the existing haphazard methods. If the scheme is sanctioned, the interests of every department in regard to recruitment will be safe for the next five years.

5. I solicit His Highness' gracious sanction to the proposals contained in the draft order, duly approved by the Council.

M. Visvanatha

10th Nov. 1916.

Confidential

D.O.No.155
with one file

PRIVATE SECRETARY MYSORE

The Palace, Mysore,
5th December 1916.

My dear Sir,

I am directed to return File No.5752 and to convey His Highness's sanction to your proposals for the appointment of Probationers subject to the following modifications:-

Amended draft G.O.

(1) As regards Military Probationers-His Highness prefers to adhere to a system of pure nomination in the Military Department and to keep the appointments entirely in his own hands. This will not prevent the selection of suitable candidates whether Graduates or others. His Highness does not wish to bind himself to the selection of Graduates only.

(2) As regards the Veterinary Department - Highness wishes to have a clear understanding that in ap— a Probationer to this Department there is no intention of superseding deserving officers already in the Department who are qualified for the post of Deputy Superintendent. This should be made clear in the form of a note appended to the Statement.

Add. (2)

With reference to Para 3 of the draft Government Order I am to say that His Highness is still very strongly of opinion that the percentage of appointment should be 1/3 and not ¼ in the case of those selected from backward communities under Rule III (b) and he cannot see how the raising of the percentage from 25 to 33-1/3 can do any injury to the service. I am to ask that the figure may be altered in Rule III (b).

(3)

The wording of Rule II (b) may, His Highness suggests, be improved by substituting the word "distinguished" for "brilliant".

(4)

The proposals generally seem to His Highness to be

PRIVATE SECRETARY
MYSORE

admirable and calculated to solve the difficult problem of recruitment to the Public Service.

Yours sincerely,

R Ramaswamy

Sir M. Visvesvaraya, K.C.I.E.,
Dewan of Mysore,
Bangalore.

Confidential

Proceedings of the Government of His Highness the Maharaja of Mysore.

ORDER-

No. dated

Government have had under consideration for some time past the question of making systematic arrangements for the recruitment of the gazetted and, where necessary, the upper subordinate grades of the several public services of the State. The requirements of the several departments in the matter of personnel should, so far as they can be foreseen, be ascertained and provided for in good time, so that when vacancies arise, there may be no embarrassment or difficulty in filling them.

2. Leaving out of consideration departments for which definite arrangements already exist, and making due provision for the promotion of deserving men in the lower ranks, sixty men will be needed for posts likely to fall vacant in the course of the next five years. On account of the paucity of qualified candidates, however, it is not proposed to entertain the full number at once. The programme of recruitment will be spread over three years, and it is proposed to appoint 36 probationers in the course of the current official year.

3. The following rules are laid down regarding the qualifications,

except in the case of probationers for the Military Department.

mode of selection, &c., of candidates for appointment as probationers:-

(i) Candidates should be graduates and natives of Mysore, and unless they are already in service, should not ordinarily be over 25 years of age.

(ii) The selection will be made from the following classes of persons:-

(a) Candidates who have passed the Civil Service Examination but have been unable to secure a sufficiently high place to be appointed to the cadre of Assistant Commissioners.

(b) Distinguished Brilliant graduates selected from University pass lists.

(c) Graduates already in service possessing special merit.

(d) Graduates belonging to communities not adequately represented in the public service.

(iii) The number to be recruited from the different classes of candidates enumerated above will be as follows:-

(a) About one-third of the appointments will be reserved for selected graduates already in Government service.

(b) About ~~25 per cent~~ One third. of the appointments will be made with the object of equalising the representation of communities in the service.

(c) The remaining appointments will be made from the pass lists of the Civil Service and University degree examinations.

(iv) A committee will be appointed for selecting probationers after examining the academical qualifications and general attainments of all the candidates. The selections will be subject to the approval of Government.

(v) The selected candidates will be on probation for two years during which period they will draw a pay of Rs.50 to Rs.100 according to the department to which they are recruited. In exceptional cases, Government reserve to themselves the power of giving a larger initial pay not exceeding in any case Rs.150 per month.

(vi) Probationers are expected to pass all the necessary departmental tests during the period of probation. A probationer failing to pass these tests by the end of the two years of probation will be allowed a further year's grace, and failing to pass in the third year, he will be removed from the service or posted to a less responsible place.

(vii) If a probationer fully qualifies himself during the prescribed period, and gives satisfaction in his work and conduct, he will be confirmed in the department on the pay fixed. His further prospects will depend upon his work and capacity and the occurrence of vacancies in the higher grades.

4. The appointment of probationers in the Military Department which will be outside the rules laid down in paragraph 3 above will be made by the Secretary of State in Council.

5-~~4~~. The number of probationers to be appointed in 1916-17 to the several departments, their initial pay, and the posts in which they ~~will~~ may be confirmed if they give satisfaction after the period of probation, are given in the annexed statement. The Committee of selection will be composed as in paragraph 3 (a) (i) of the

Financial Secretary as Chairman and the Revenue Commissioner, the Inspector General of Education, Mr. K. Krishna Iyengar and Mr. Humza Hussain as members. Mr. N. Madhava Rao, Assistant Secretary to Government, will be the Secretary to the Committee. The Committee will be requested to consider the applications already received, to advertise for candidates, and take all steps necessary to enable them to submit their recommendations before the 15th January 1917.

15th Jan

5. In 1918 and 1919 and once every two years thereafter, a fresh programme of recruitment will be drawn up and arrangements will be made in the manner described above to appoint probationers to the extent that may be found necessary at the time. The vacancies likely to arise within three years following will be computed and a sufficient number of appointments will be set apart for deserving men in the lower ranks. It is only for the remainder that direct recruitment will be made by the appointment of probationers. If, in any year, a sufficient number of candidates with the requisite qualifications are not forthcoming, the full number of probationers contemplated will not be appointed.

10.11.16

RC

Secretary to Government
Gen. Deptt.

To

The Financial Secretary to Govt.

To-contd.

The Revenue Commissioner in Mysore

The Inspector General of Education

The other Heads of Departments.

Mr. K. Krishna Iyengar.

Mr. Humza Hussain.

ANNEXURE TO GOVERNMENT ORDER NO. DATED

Name of Department.	No. of probationers to be appointed in 1916.	Starting pay.	Appointments in which bationers will be con on completion of the p of probation.
1. Finance & Accounts.	2	Rs.75	Examiner or Superintende not less than Rs.100, p.m.
2. Veterinary	1	Rs.75	An appointment ~~Deputy-Supt.~~ on Rs.100-25/2 150 p.m.
3. E x c i s e	2	Rs.75	Inspector on a pay of not than Rs.100 p.m.
4. Revenue Survey	2 (since appd.)	Rs.100	Sub Assistant Supt. on Rs. 25-200 p.m.
5. Military	3	Rs.75	Resaldar or other grade office with a pay of no than Rs.100 p.m.
6. P o l i c e	2	Rs.75	Inspector on a pay of not than Rs.100
7. Prisons	1 —	Rs.75	Jailor on Rs.100-5-125 p.m.
8. Education	4 —	Rs.100	A post carrying a pay of Rs. 150 p.m.
9. Industries & Commerce	6 — (1 since appd.)	Rs.100	Do.
10. Agriculture	1 —	Rs.75	Assistant Agricultural Engineer on Rs.100-150 p.m.
11. Railways	1 —	Rs.100	Assistant Engineer on Rs.200-25/1-400 p.m.
12. Electrical	1 —	Rs.75	Assistant Supt. on Rs.100-15-250 p.m.
13. Geology and Mining.	1 —	Rs.75	Sub Assistant Geologist on Rs.100 per mensem.
14. Government Gardens.	1 —	Rs.75	Assistant Supt. on Rs.150-25/1-200 p.m.
15. Archaeology	1 —	Rs.75	Assistant to the Officer in charge on Rs.150-25/2-200.
16. Press	1 —	Rs.75	Sub Assistant Superintendent on Rs.200 p.m.
17. Revenue Dept.	6 —	Rs.50	Head Clerks, Head Accountants and Sheristedars.
	36		

Done.

NB By the appointing authority this department will [illegible] qualified candidates - Clerks of Offices already in the department to higher posts.

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Proposals for the recruitment of probationers for the gazetted and upper subordinate grades of the several public services in the State.

560

Returned with D.O.No. 155 dated 5.12.1916

Order.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2

General and Revenue Secretariat.

In File No. 401 of 1916.

Serial No.	
1	To the Financial Secy to Govt. The Rev. Commr in Mysore The P. E. of Education, The other Heads of Departments Mr K. Krishna Iyengar, Secy for Railways; Mr Hamza Hussain, Dist & Sessions Judge and Mr N. Madhava Rau, Asst Secy. to Govt. G 9060–9102 Dy 2-1-17 Lays down a Scheme for systematic recruitment to Gazetted and Upper Subordinate ranks of the Public Service. Forwarded to the Secretary to the Committee appointed for the Selection of Probationers to the several Depts. By order C Jagannatha Ayyar For Secretary to Govt Genl. Dept. 5-1-1917 Recd 5/1/17 Secy & returned with thanks Recd 5/1/17. 5/1/17

Final draft approved by Dewan for issue (Second)

Secti j. proof

PROOF FOR APPROVAL.

Issue if approved

23.12.16

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

1 This draft as finally revised & approved by the Dewan Sh. be kept in the file in addition to the one submitted.

2. Do 10 Asst clean proofs at once.

Dewan 30/12

G.30 am 3 To issue on 2/1/17

G. O. No. G. 9060-9102-G. m. 401-16-1, **dated** 2nd January 1917

Recruitment to Gazetted and Upper Subordinate ranks of the Public Service.

Lays down a scheme for systematic——.

8/8/

W D 1665—GPB—100—21-12-16

S. O

Recruitment to the Gazetted and Upper Subordinate ranks of the Public Service.

No. DATED BANGALORE, 1916.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS

Order No. **dated Bangalore,** **1916.**

Government have had under consideration for some time past the question of making systematic arrangements for ~~the~~ recruitment ~~of~~ the gazetted and, where necessary, the upper subordinate grades of the several public services of the State. The requirements of the several departments in the matter of *personnel* should, so far as they can be foreseen, be ascertained and provided for in good time, so that when vacancies arise there may be no embarrassment or difficulty in filling them.

2. Leaving out of consideration departments for which definite arrangements already exist, and making due provision for the promotion of deserving men in the lower ranks, sixty men will be needed for posts likely to fall vacant in the course of the next five years. On account of the paucity of qualified candidates, however, it is not proposed to entertain the full number at once. The programme of recruitment will be spread over three years, and it is proposed to appoint 36 probationers in the course of the current official year.

3. The following rules are laid down regarding the qualifications, the mode of selection, etc., of candidates for appointment as probationers except in the case of probationers for the Military Department.

(i) Candidates should be graduates and natives of Mysore, and unless they are already in service, should not ordinarily be over 25 years of age.

(ii) The selection will be made from the following classes of persons:—

(*a*) Candidates who have passed the Civil Service Examination but have been unable to secure a sufficiently high place to be appointed to the cadre of Assistant Commissioners.

(*b*) Distinguished graduates selected from University pass lists.

(*c*) Graduates already in service possessing special merit.

(*d*) Graduates belonging to communities not adequately represented in the public service.

(iii) The number to be recruited from the different classes of candidates enumerated above will be as follows:—

(*a*) About one-third of the appointments will be reserved for selected graduates already in Government service.

(*b*) About one-third of the appointments will be made with the object of equalising the representation of communities in the service.

(*c*) The remaining appointments will be made from the pass lists of the Civil Service and University degree examinations.

(iv) A committee will be appointed for selecting probationers after examining the academical qualifications and general attainments of all the candidates. The selections will be subject to the approval of Government.

(v) The selected candidates will be on probation for two years during which period they will draw a pay of Rs. 50 to Rs. 100 according to the department to which they are recruited. In exceptional cases, Government reserve to themselves the power of giving a larger initial pay, not exceeding in any case Rs. 150 per month.

(vi) Probationers are expected to pass all the necessary departmental tests during the period of probation. A probationer failing to pass these tests by the end of the two years of probation will be allowed a further year's grace, and failing to pass in the third year, he will be removed from the service or posted to a less responsible place.

(vii) If a probationer fully qualifies himself during the prescribed period, and gives satisfaction in his work and conduct, he will be confirmed in the department on the pay fixed. His further prospects will depend upon his work and capacity and the occurrence of vacancies in the higher grades.

4. The appointment of probationers in the Military Department which will be outside the rules laid down in paragraph 3 above will rest on ~~His Highness~~ the pleasure of His Highness the Maharaja.

5. The number of probationers to be appointed in 1916-17 to the several departments, their initial pay and the posts in which they ~~will~~ be confirmed if they give satisfaction after the period of probation, are given in the annexed statement. The Committee of selection referred to in paragraph 3 will ~~be composed~~ of the Financial Secretary as Chairman and the Revenue Commissioner, the Inspector-General of Education, Mr. K. Krishna Iyengar, and Mr. Humza Hussain as members. Mr. N. Madhava Rao, Assistant Secretary to Government, will be the Secretary to the Committee. The Committee will be requested to consider the applications already received, to advertise for candidates, and take all steps necessary to enable them to submit their recommendations before the 15th February 1917.

6. In 1918 and 1919 and once every two years thereafter, a fresh programme of recruitment will be drawn up and arrangements will be made in the manner described above to appoint probationers to the extent that may be found necessary at the time. The vacancies likely to arise within three years following will be computed and a sufficient number of appointments will be set apart for deserving men in the lower ranks. It is only for the remainder that direct recruitment will be made by the appointment of probationers. If, in any year, a sufficient number of candidates with the requisite qualifications are not forthcoming, the full number of probationers contemplated will not be appointed.

Approved.
31.12.16

D. M. NARASINGA RAO,
Secy. to Govt., Gen. Dept.

To—The Financial Secretary to Government.
The Revenue Commissioner in Mysore.
The Inspector-General of Education in Mysore.
The other Heads of Departments.
Mr. K. Krishna Iyengar, B.A., L.C.E., Secretary to Government Railway Department.
Mr. Humza Hussain, B.A., B.L., District and Sessions Judge.
Mr. N. Madhava Rao, B.A., B.L., Assistant Secretary to Government.

ANNEXURE.

Name of Department	No. of Probationers to be appointed in 1916-17	Starting pay	Appointments in which Probationers will be confirmed on completion of the period of probation
		Rs.	
1. Finance and Accounts ...	2	75	Examiner or Superintendent on not less than Rs. 100 per mensem.
2. Veterinary ...	1*	75	An appointment on Rs. 100—$\frac{2}{2}\frac{5}{}$—150 per mensem.
3. Excise ...	2	75	Inspector on a pay of not less than Rs. 100 per mensem.
4. Revenue Survey ...	2†	100	Sub-Assistant Superintendent on Rs. 100—25—200 per mensem.
5. Military ...	3	75	Resaldar or other grade of office with a pay of not less than Rs. 100 per mensem.
6. Police ...	2	75	Inspector on a pay of not less than Rs. 100.
7. Prisons ...	1	75	Jailor on Rs. 100—5—125 per mensem.
8. Education ...	4	100	A post carrying a pay of Rs. 150 per mensem.
9. Industries and Commerce	6‡	100	Do
10. Agriculture ...	1	75	Assistant Agricultural Engineer on Rs. 100—150 per mensem.
11. Railways ...	1	100	Assistant Engineer on Rs. 200—$\frac{2}{1}\frac{5}{}$—400 per mensem.
12. Electrical ...	1	75	Assistant Superintendent on Rs. 100—15—250 per mensem.
13. Geology and Mining ...	1	75	Sub-Assistant Geologist on Rs. 100 per mensem.
14. Government Gardens ...	1	75	Assistant Superintendent on Rs. 150—$\frac{2}{1}\frac{5}{}$—200 per mensem.
15. Archæology ...	1	75	Assistant to the Director of Archæological Researches on Rs. 150—$\frac{2}{2}\frac{5}{}$—200.
16. Press ...	1	75	Sub-Assistant Superintendent on Rs. 200 per mensem.
17. Revenue Department ...	6	50	Head Clerks, Head Accountants and Sheristedars.
	36		

* The appointment of a probationer to this department will not affect the claims of deserving and qualified officers already in the department to higher offices.

† Since appointed.

‡ One Probationer since appointed.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 9060-9102—G. M. 401-16-1, dated 2nd January 1917.

Recruitment to Gazetted and Upper Subordinate Ranks of the Public Service.

Lays down a scheme for systematic——.

W D 1665—GPB—500—3-1-17

S. O.

Recruitment to the Gazetted and Uppe Subordinate Ranks of the Public Servic

No. G. 9060-9102—G. M. 401-16-1, DATED 2ND JANUARY 1917.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

Order No. G. 9060-9102—G. M. 401-16-1, dated 2nd January 1917.

Government have had under consideration for some time past the question of making systematic arrangements for recruitment to the gazetted and, where necessary, the upper subordinate grades of the several public services of the State. The requirements of the several departments in the matter of *personnel* should, so far as they can be foreseen, be ascertained and provided for in good time, so that when vacancies arise there may be no embarrassment or difficulty in filling them.

2. Leaving out of consideration departments for which definite arrangements already exist, and making due provision for the promotion of deserving men in the lower ranks, sixty men will be needed for posts likely to fall vacant in the course of the next five years. On account of the paucity of qualified candidates, however, it is not proposed to entertain the full number at once. The programme of recruitment will be spread over three years, and it is proposed to appoint 36 probationers in the course of the current official year.

3. The following rules are laid down regarding the qualifications, the mode of selection, etc., of candidates for appointment as probationers except in the case of probationers for the Military Department.

(i) Candidates should be graduates and natives of Mysore, and unless they are already in service, should not ordinarily be over 25 years of age.

(ii) The selection will be made from the following classes of persons:—

(*a*) Candidates who have passed the Civil Service Examination but have been unable to secure a sufficiently high place to be appointed to the cadre of Assistant Commissioners.

(*b*) Distinguished graduates selected from University pass lists.

(*c*) Graduates already in service possessing special merit.

(*d*) Graduates belonging to communities not adequately represented in the public service.

(iii) The number to be recruited from the different classes of candidates enumerated above will be as follows:—

(*a*) About one-third of the appointments will be reserved for selected graduates already in Government service.

(*b*) About one-third of the appointments will be made with the object of equalising the representation of communities in the service.

(*c*) The remaining appointments will be made from the pass lists of the Civil Service and University degree examinations.

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(iv) A committee will be appointed for selecting probationers after examining the academical qualifications and general attainments of all the candidates. The selections will be subject to the approval of Government.

(v) The selected candidates will be on probation for two years during which period they will draw a pay of Rs. 50 to Rs. 100 according to the department to which they are recruited. In exceptional cases, Government reserve to themselves the power of giving a larger initial pay not exceeding in any case Rs. 150 per month.

(vi) Probationers are expected to pass all the necessary departmental tests during the period of probation. A probationer failing to pass these tests by the end of the two years of probation will be allowed a further year's grace, and failing to pass in the third year, he will be removed from the service or posted to a less responsible place.

(vii) If a probationer fully qualifies himself during the prescribed period, and gives satisfaction in his work and conduct, he will be confirmed in the department on the pay fixed. His further prospects will depend upon his work and capacity and the occurrence of vacancies in the higher grades.

4. The appointment of probationers in the Military Department which will be outside the rules laid down in paragraph 3 above will rest on the pleasure of His Highness the Maharaja.

5. The number of probationers to be appointed in 1916-17 to the several departments, their initial pay and the posts in which they may be confirmed if they give satisfaction after the period of probation, are given in the annexed statement. The Committee of selection referred to in paragraph 3 will consist of the Financial Secretary as Chairman and the Revenue Commissioner, the Inspector-General of Education, Mr. K. Krishna Iyengar, and Mr. Humza Hussain as members. Mr. N. Madhava Rao, Assistant Secretary to Government, will be the Secretary to the Committee. The Committee will be requested to consider the applications already received, to advertise for candidates, and take all steps necessary to enable them to submit their recommendations before the 15th February 1917.

6. In 1918 and 1919 and once every two years thereafter, a fresh programme of recruitment will be drawn up and arrangements will be made in the manner described above to appoint probationers to the extent that may be found necessary at the time. The vacancies likely to arise within three years following will be computed and a sufficient number of appointments will be set apart for deserving men in the lower ranks. It is only for the remainder that direct recruitment will be made by the appointment of probationers. If, in any year, a sufficient number of candidates with the requisite qualifications are not forthcoming, the full number of probationers contemplated will not be appointed.

D. M. NARASINGA RAO,
Secy. to Govt., Gen. Dept.

To—The Financial Secretary to Government.
The Revenue Commissioner in Mysore.
The Inspector-General of Education in Mysore.
The other Heads of Departments.
Mr. K. Krishna Iyengar, B.A., L.C.E., Secretary to Government, Railway Department.
Mr. Humza Hussain, B.A., B.L., District and Sessions Judge.
Mr. N. Madhava Rao, B.A., B.L., Assistant Secretary to Government.
Press Table.

Exd.—C.R.

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ANNEXURE.

Name of Department	No. of Probationers to be appointed in 1916-17	Starting pay	Appointments in which Probationers may be confirmed on completion of the period of probation
		Rs.	
1. Finance and Accounts ...	2	75	Examiner or Superintendent on not less than Rs. 100 per mensem.
2. Veterinary ...	1*	75	An appointment on Rs. 100—$\frac{25}{2}$—150 per mensem.
3. Excise ...	2	75	Inspector on a pay of not less than Rs. 100 per mensem.
4. Revenue Survey ...	2†	100	Sub-Assistant Superintendent on Rs. 100—25—200 per mensem.
5. Military ...	3	75	Resaldar or other grade of office with a pay of not less than Rs. 100 per mensem.
6. Police ...	2	75	Inspector on a pay of not less than Rs. 100.
7. Prisons ...	1	75	Jailor on Rs. 100—5—125 per mensem.
8. Education ...	4	100	A post carrying a pay of Rs. 150 per mensem.
9. Industries and Commerce	6‡	100	Do
10. Agriculture ...	1	75	Assistant Agricultural Engineer on Rs. 100—150 per mensem.
11. Railways ...	1	100	Assistant Engineer on Rs. 200—$\frac{25}{1}$—400 per mensem.
12. Electrical ...	1	75	Assistant Superintendent on Rs. 100—15—250 per mensem.
13. Geology and Mining ...	1	75	Sub-Assistant Geologist on Rs. 100 per mensen
14. Government Gardens ...	1	75	Assistant Supe[illegible]endent on Rs. 150—$\frac{25}{1}$—200 per mensem.
15. Archæology ...	1	75	Assistant to the Director of Archæological Researches on Rs. 150—$\frac{25}{2}$—200.
16. Press ...	1	75	Sub-Assistant Superintendent on Rs. 200 per mensem.
17. Revenue Department ...	6	50	Head Clerks, Head Accountants and Sheristedars.
	36		

The appointment of a probationer to this department will not affect the claims to higher offices of deserving and qualified officers already in the department.

Since appointed.

One Probationer since appointed.